

## Message Text

CONFIDENTIAL

PAGE 01 YAOUND 01450 01 OF 02 051613Z

ACTION AF-08

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01

MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02

/065 W

-----051621Z 069090 /40

R 051000Z APR 77

FM AMEMBASSY YAOUNDE

TO SECSTATE WASHDC 1524

INFO AMCONSUL DOUALA BY POUCH

C O N F I D E N T I A L SECTION 1 OF 2 YAOUNDE 1450

STADIS////////////////////////////////////

E.O. 11652: GDS

TAGS: AMGT, PFOR, CM, US

SUBJ: PARM - ANNUAL POLICY AND RESOURCE ASSESSMENT - PART III -

STATE PERSONNEL RECOMMENDATION

REF: (A) CERP 0001 (B) STATE 38356 (C) STATE 38338

(D) STATE 50086 (E) STATE 47671 (F) YAOUNDE 1376

(G) YAOUNDE 1158 (H) YAOUNDE 1399 (I) 76 YAOUNDE A-65

(J) YAOUNDE 1298 (K) YAOUNDE 1299 (L) YAOUNDE 1086

1. THE PRESENT MESSAGE SHOULD BE READ IN CONJUNCTION WITH PARTS  
I AND II OF PARM CONTAINED REFTELS G AND H.

2. REPROGRAMMING, ON BASIS CARRYING OUT PRESENT TASKS IN PURSUIT  
OF OBJECTIVES CONTAINED REFTEL G, THERE IS PRESENTLY NO  
REPROGRAMMING WHICH COULD BE DONE OVER A LONG PERIOD OF TIME.  
DUE TO ABSENCES ON TRAVEL, LEAVE AND ILLNESS, THE EMBASSY AND  
CONSULATE HAVE HAD SOME EXPERIENCE WITH REPROGRAMMING AND HAVE  
FOUND ALL SOLUTIONS ONLY STOP-GAP MEASURES WHICH INHIBIT  
THE OVERALL EFFICIENT FUNCTIONING OF THE MISSION.

3. INCREASES/DECREASES. PROJECTING US INTERESTS AHEAD TO FY 79

CONFIDENTIAL

CONFIDENTIAL

PAGE 02 YAOUND 01450 01 OF 02 051613Z

THE EMBASSY CONSIDERS THE FOLLOWING INCREASES THE ABSOLUTE  
MINIMUM NEEDS WHEREBY WE CAN HAVE THE MINIMUM PERSONNEL  
NECESSARY IN ORDER TO CARRY OUT MORE EFFECTIVELY THE OBJECTIVES  
AND US INTERESTS LISTED REFTEL G. IN FACT, SOME OF THESE  
INCREASES SUCH AS AN INCREASE IN LOCAL ADMINISTRATIVE PERSONNEL  
HAVE ALREADY BEEN REQUESTED (REFTELS J AND K) FOR IMPLEMENTATION  
ASAP. IN ADDITION THE PRESENT FREEZE ON HIRING TO FILL VACANT

POSITIONS ADVERSELY AFFECTS THE OPERATION OF THE EMBASSY SINCE SEVERAL KEY POSITIONS (COMMERCIAL AND PERSONNEL ASSISTANTS) HAVE BECOME VACANT AND AMERICAN PERSONNEL MUST SPEND NEEDLESS TIME PERFORMING TASKS WHICH COULD BE DELEGATED TO LOCAL PROFESSIONAL STAFF. THIS ALSO AFFECTS OTHER AGENCIES, PARTICULARLY AID, WHICH HAVE NEW ACTIVITIES COMING ON STREAM.

4. INCREASE REQUEST FOR MIDDLE GRADE POLITICAL OFFICER. THE 1976 INSPECTOR'S REPORT RECOMMENDED IF THE DEPARTMENT DECIDES TO ACCORD CAMEROON GREATER POLITICAL PRIORITY, IT WOULD BE ADVANTAGEOUS TO ASSIGN A MIDDLE-GRADE POLITICAL OFFICER TO THE EMBASSY. AT PRESENT THE BULK OF POLITICAL REPORTING IS DONE BY THE AMBASSADOR AND DCM. INCREASINGLY, HOWEVER, WITH THE GROWTH OF THE MISSION, THEIR TIME MUST BE SPENT IN OVERALL COORDINATION AND MANAGEMENT. WITH THE ASSIGNMENT OF AN ADDITIONAL JOT, A LONG OVER DUE UP-DATE OF BIO FILES AND BASIC REPORTING IS BEING UNDERTAKEN. HOWEVER, IT IS BECOMING MORE APPARENT, AS THE RELATIONS BETWEEN THE GURC AND US BECOME MORE ENTWINED, THAT A MIDDLE-LEVEL POLITICAL OFFICER IS REQUIRED TO HANDLE SUCH MATTERS AS MULTILATERAL RELATIONS, LOS, AND POLITICAL-MILITARY MATTERS. WITH FMS PROPOSALS BEFORE THE CONGRESS, IT IS ANTICIPATED THAT ADDITIONAL STAFF TIME WILL BE REQUIRED MEET OUR RESPONSIBILITIES THIS AREA AND IF CURRENT WATTS PROPOSALS ARE SUCCESSFUL, THEN THERE WILL BE CORRESPONDING INCREASED INTERFACE WITH GURC. DURING RECENT VISIT, USDATT ASSIGNED NDJAMENA MADE CLEAR HIS TRAVEL FUNDS LIMITED AND, AT BEST, INFREQUENT TRIPS WILL NOT SUBSTITUTE FOR REGULAR CONTACT. THEREFORE, THE 1976 INSPECTOR'S RECOMMENDATION SHOULD BE IMPLEMENTED BY FY 79 AND WITH THE ADVENT OF FMS AND/OR WATTS PREFERABLY BY FY 78. CONFIDENTIAL

CONFIDENTIAL

PAGE 03 YAOUND 01450 01 OF 02 051613Z

TM INCREASE REQUEST FOR AMERICAN SECRETARY FOR POLITICAL AND ECONOMIC/COMMERCIAL WORK. THE DCM'S SECRETARY CURRENTLY FURNISHES ASSISTANCE AND FILING (TELEGRAPHIC TRAFFIC HAS DOUBLED IN PAST YEAR) FOR TWO ECONOMIC/COMMERCIAL OFFICERS AND JOT POLITICAL OFFICER IN ADDITION HER DUTIES FOR THE DCM. THIS EVER-INCREASING WORKLOAD WILL BECOME INTOLERABLE WITH THE ASSIGNMENT OF AN ADDITIONAL POLITICAL OFFICER. THEREFORE IT IS RECOMMENDED THAT AN ADDITIONAL AMERICAN SECRETARY BE ASSIGNED ASAP AND CERTAINLY NOT LATER THAN THE POLITICAL OFFICER.

6. INCREASE REQUEST FOR AMERICAN SECRETARY FOR THE ADMINISTRATIVE OFFICER. WITH THE GROWTH OF THE MISSION AND THE ESTABLISHMENT OF THE RBFO THE WORKLOAD OF THE ADMINISTRATIVE OFFICER HAS SHOWN A SIGNIFICANT INCREASE. AN AMERICAN SECRETARY WHO COULD SERVE AS EXECUTIVE ASSISTANT AND CARRY OUT MANY OF THE ROUTINE FUNCTIONS WHICH MUST BE ATTENDED TO IN THE FORM OF REQUIRED REPORTING AND CABLE RESPONSES, THE PREPARATION OF WHICH THERE IS PRESENTLY NO ADEQUATELY QUALIFIED LOCAL STAFF WHO ARE NOT FULLY OCCUPIED IN

DAILY OPERATIONS. IN ADDITION, THE SECRETARY WOULD BE AVAILABLE FOR CLASSIFIED TYPING IN ORDER THAT THE ADMIN OFFICER CAN BETTER CARRY OUT HIS PSO AND E&E RESPONSIBILITIES.

7. INCREASE REQUEST FOR JOT OR JUNIOR ECONOMIC/COMMERCIAL OFFICER TO BE ASSIGNED AMERICAN CONSULATE DOUALA. PURSUANT TO THE CAMEROON COMMERCIAL ACTION PROGRAM (REFAIR I) THE TWO ECONOMIC AND COMMERCIAL OFFICERS HAVE MADE OUR TRIPS TO DOUALA SINCE NOVEMBER 1976, SPENDING OVER 10 DAYS IN THE COMMERCIAL CAPITAL. HOWEVER, IT IS OBVIOUS THAT MONTHLY TRIPS ARE SIMPLY NOT ENOUGH TO MORE FULLY TAKE ADVANTAGE OF THE AVAILABLE COMMERCIAL OPPORTUNITIES. THE PRESENT CONSULATE STAFF IS BECOMING INCREASINGLY OVERWHELMED WITH AN EVER-MOUNTING CONSULAR AND ADMINISTRATIVE WORKLOAD DUE TO THE INCREASED MOVEMENT OF PERSONNEL AND GOODS THROUGH DOUALA, INCLUDING A SUBSTANTIAL PL-480 PROGRAM FOR CHAD. CONSEQUENTLY, WHILE THE CONSULATE DOES AS MUCH AS POSSIBLE TO KEEP ON TOP OF THE INCREASING NUMBER OF COMMERCIAL VISITORS AND

CONFIDENTIAL

CONFIDENTIAL

PAGE 04 YAOUND 01450 01 OF 02 051613Z

LOCAL INQUIRIES, IT IS BECOMING MORE APPARENT THAT ON THE BASIS OF AVAILABLE MANPOWER AT SOME POINT IN NEAR FUTURE THE CONSULATE WILL BE UNABLE TO COPE. IT IS THE ECONOMIC/COMMERCIAL PROGRAM WHICH SUFFERS MOST FROM LACK OF AN AMERICAN SUPERVISOR AS THE TWO MAN POST IS ALMOST COMPLETELY OCCUPIED WITH ADMINISTRATIVE AND CONSULAR MATTERS.

8. INCREASE REQUEST FOR ECONOMIC/COMMERCIAL ASSISTANT FOR DOUALA. FROM 1973-76 IN CONJUNCTION WITH USIS THERE WAS AN ATTEMPT TO RUN AN INTEGRATED COMMERCIAL PROGRAM USING THE SERVICES OF THE SENIOR USIS LOCAL. HOWEVER, HIS TIME WAS PROGRESSIVELY TAKEN UP WITH USIS ACTIVITIES SO THAT BY THE 1974 INSPECTION THE RECOMMENDATION WAS THAT THE CONSULATE SHOULD HAVE A COMMERCIAL ASSISTANT. SINCE THEN THE USIS EMPLOYEE HAS TERMINATED AND THERE IS NO ONE BUT A WELL-QUALIFIED CONSULATE TEMPORARY EMPLOYEE PERFORMING THESE FUNCTIONS. IT IS RECOMMENDED THAT THE 1974 INSPECTOR'S RECOMMENDATION BE IMPLEMENTED AND THE POSITION BE MADE PERMANENT.

9. INCREASE REQUEST FOR TWO CORE AND TEN DAS FSL POSITIONS. WE BELIEVE THESE REQUIREMENTS FULLY JUSTIFIED BY REFTELS J AND K AND URGE DEPARTMENT'S PROMPT AND FAVORABLE CONSIDERATION OF THIS REQUEST. EMBASSY CURRENTLY UNABLE ADEQUATELY PROVIDE REQUIRED SERVICES STATE AND OTHER AGENCY PERSONNEL DUE SIXTEEN ADDITIONAL AMERICAN STAFF ASSIGNED POST WITHIN PAST YEAR WITHOUT ADDITIONAL FSL SUPPORTING ADMINISTRATIVE SUPPORT SERVICES. INCREASE MOST NOTABLE RDO WHICH HAS INCREASED FROM TEN TO TWENTY-ONE, WITH THREE MORE EXPECTED NEXT THREE MONTHS. THIS REQUIREMENT HAS BEEN ADEQUATELY DOCUMENTED PREVIOUS SUBMISSIONS AND NOW WITH EMPENDING COMPLETION PROPERTY INVENTORY PROJECT IT INCUMBENT UPON EMBASSY PROVIDE NECESSARY STAFF SUPPORT INSURE THERE NOT

REPETITION PREVIOUS PROPERTY DIVERSION AND THAT PROPER ADMINISTRATIVE  
SUPPORT GIVEN FOR STAFF AUGMENTATION AND INCREASED HOUSING  
RESPONSIBILITIES (SINCE JULY 1966 LEASED HOUSING HAS INCREASED  
BY ONE UNIT FOR RBFO AND AID OFFICE IN PROCESS OF DOUBLING IN  
SIZE). ANY ADDITIONAL JUSTIFICATION THIS URGENT REQUIREMENT CAN BE  
CONFIDENTIAL

CONFIDENTIAL

PAGE 05 YAOUND 01450 01 OF 02 051613Z

FURNISHED ON REQUEST.

CONFIDENTIAL

NNN

CONFIDENTIAL

PAGE 01 YAOUND 01450 02 OF 02 051619Z  
ACTION AF-08

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01  
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02  
/065 W

-----051626Z 069207 /40

R 051300Z APR 77  
FM AMEMBASSY YAOUNDE  
TO SECSTATE WASHDC 1525  
INFO AMCONSUL DOUALA BY POUCH

C O N F I D E N T I A L SECTION 2 OF 2 YAOUNDE 1450

STADIS////////////////////////////////////

10. IN RECAPITULATION AND IN TERMS OF PRIORITY ON SCALE ONE TO  
TEN AND INCUMBENCY BY FY 79, THE REQUESTS FOR INCREASE ARE  
AS FOLLOWS:

- A) ONE PRIORITY - TWO CORE AND TEN FSL STAFF - ASAP
- B) TWO PRIORITY - FSL PROFESSIONAL COMMERCIAL ASSISTANT  
AMERICAN CONSULATE DOUALA (1974 INSPECTOR'S RECOMMENDATION)
- C) THREE PRIORITY - AMERICAN SECRETARY ECONOMIC AND POLITICAL  
SECTIONS
- D) FOUR PRIORITY - MIDDLE GRADE POLITICAL OFFICER (1976  
INSPECTOR'S RECOMMENDATION)
- E) FIVE PRIORITY - JOT OR JUNIOR ECONOMIC/COMMERCIAL OFFICER  
FOR AMCONSULATE DOUALA
- F) FIVE PRIORITY - AMERICAN SECRETARY ADMINISTRATIVE SECTION

11. LOWER PRIORITY POSITIONS: AMERICAN. THE EMBASSY FEELS THAT ALL

PRESENT POSITIONS ARE REQUIRED. HOWEVER, IF ONE WERE TO BE ELIMINATED, IT COULD PERHAPS BE THE RNO. AT PRESENT THERE IS A PC NURSE AND A CANADIAN WHO SUBSTITUTES WHEN THE RNO IS ABSENT. WE COULD USE SERVICES OF PC NURSE AND IN HER ABSENCE OR IN AUGMENTATION HER SERVICES HIRE CANADIAN ON CONTRACT. IN VIEW EXTREMELY LIMITED LOCALLY AVAILABLE HEALTH SERVICES, THIS WOULD HAVE A DELETERIOUS EFFECT ON POST MORALE AND CERTAINLY CONFIDENTIAL

CONFIDENTIAL

PAGE 02 YAOUND 01450 02 OF 02 051619Z

ON REGIONALLY SERVICED POSTS. ONLY OTHER POSSIBILITY WOULD BE ELIMINATION OF ONE OF TWO AMERICANS ASSIGNED RBFO. HOWEVER, THIS WOULD PROSCRIBE TRAVELING OTHER SERVICED POSTS AND REQUIRE AMIN OFFICERS AND B&F ASSISTANTS TRAVEL YAOUNDE BRINGING WITH THEM CUMBERSOME FILES. NEITHER ALTERNATIVE IS RECOMMENDED.

12. LOWER PRIORITY POSITIONS: LOCALS. IF REQUIRED THE EMBASSY WOULD ELIMINATE A DRIVER AND MESSENGER POSITION. THE EMBASSY HAS RECENTLY OBTAINED AN AUGMENTATION OF ONE IN ITS VEHICLE FLEET AND HAS REQUESTED ON BASIS OF ANTICIPATED RECEIPT TWO THREE-WHEELED VEHICLES IN ADDITION OF ONE CORE AND THREE DAS DRIVERS (TWO DRIVERS ARE FOR VEHICLES WHICH WE ANTICIPATE WILL BE USAID CONTRIBUTIONS PRESENT FLEET - SEE REFTEL L). TO ELIMINATE A DRIVER POSITION WOULD MEAN THAT AMERICAN PERSONNEL WOULD BE FORCED TO UNDERTAKE ROUTINE TASKS NORMALLY PERFORMED BY LOCAL DRIVERS. THE OTHER POSITION WHICH COULD BE ELIMINATED IS A MESSENGER. HOWEVER, TO ELIMINATE THE MESSENGER WOULD REQUIRE A DRIVER TO PERFORM MANY OF THE TASKS WHICH ARE CURRENTLY PERFORMED ON FOOT BETWEEN MISSION OFFICES BY THE MESSENGER. IN ADDITION, THE MESSENGER PERFORMS MANY ROUTINE CHANCERY MAINTENANCE FUNCTIONS WHICH WOULD HAVE TO BE CONTRACTED OUT. THE EMBASSY HAS CONSIDERED REPROGRAMMING THE MESSENGER, BUT HAS CONCLUDED THAT THESE FUNCTIONS ESSENTIAL CONTINUED EFFICIENT MISSION OPERATION.

### 13. MISSION STAFFING CHART.

AGENCY/FUNCTION CURRENT FY-77

	AMER	AMER	FSL	FSL
	OFFS	STAFF	PROFES.	STAFF

#### STATE

EXECUTIVE	2	2	1	1
POLITICAL	2	1	-	-
ECON/COMMER.	2	-	1 (VACANT)	-
CONSULAR	1	-	1	1
ADMIN (OF WHICH)	3	-	7 (VACANT)	15
COMMUNICATIONS	2	2	2	1

CONFIDENTIAL

CONFIDENTIAL

PAGE 03 YAOUND 01450 02 OF 02 051619Z

SECURITY - 7 - -

#### REGIONAL OFFICES

HEALTH 1 - - -

RBFO 2 - 5 -

#### OTHER AGENCIES

AID 23 3 6 14

USIS 5 1 (VACANT) 7 4

PASA 1 - - -

HEW (CDC) 1 - - -

PEACE CORPS 5 80 1 4

#### AMERICAN CONSULATE DOUALA

##### STATE

EXECUTIVE 1 - 1 -

ADMIN/CONSULAR 1 - 2 3

##### OTHER AGENCY

USIS 1 - 2 2

#### 14. YAOUNDE EMBASSY ONLY FY-79 PROJECTED STAFFING CHART.

##### STATE

##### AMER. OFFS. AMER. STAFF

EXECUTIVE 2 2

POLITICAL 1& 3 1

ECON/COMM 2& 2 1

CONSULAR 1 -

ADMIN 3& 3 1

COMMUNICATIONS 2 2

SECURITY - 7

#### REGIONAL OFFICES

HEALTH 1 -

RBFO 2 -

#### 1& ADDITIONAL MID-LEVEL POLITICAL OFFICER

CONFIDENTIAL

CONFIDENTIAL

PAGE 04 YAOUND 01450 02 OF 02 051619Z

#### 2& ADDITIONAL AMERICAN SECRETARY

E& ADDITIONAL AMERICAN SECRETARY

#### FOREIGN SERVICE LOCALS FY-79 PROJECTED

PROGRAM FSL PROFES. FSL STAFF

##### STATE

EXECUTIVE 1 1

POLITICAL - -

ECON/COMM 1 -

CONSULAR 1 -

ADMINISTRATION FSL PROFES. FSL STAFF

COREDAS CORE DAS

ADMIN 4 1 16 13

COMMUNICATIONS 2 - 1 -

SECURITY - - - -

REGIONAL OFFICE

HEALTH - - - -

RBFO 5 - - -

AMCONSULATE DOUALA FY-79 PROJECTED

STATE AMER. OFFR. AMER. STAFF

EXECUTIVE 1 -

CONSULAR 1 -

ADMIN 1& 1 -

1& ADDITIONAL JOT OR ECON/COMM POSITION

FOREIGN SERVICE LOCALS FY-79 PROJECTED DOUALA

PROGRAM

STATE FSL PROFES. FSL STAFF

COMMERCIAL 2& 1 -

ADMINISTRATION FSL PROFES. FSL STAFF

CORE DAS CORE DAS

3 - 2 1

CONFIDENTIAL

CONFIDENTIAL

PAGE 05 YAOUND 01450 02 OF 02 051619Z

WG ADDITIONAL COMMERCIAL ASSISTANT POSITON.

SPIRO

CONFIDENTIAL

NNN

## Message Attributes

**Automatic Decaptioning:** Z  
**Capture Date:** 01-Jan-1994 12:00:00 am  
**Channel Indicators:** n/a  
**Current Classification:** UNCLASSIFIED  
**Concepts:** POLICIES, ANNUAL REPORTS, INTELLIGENCE ASSESSMENTS, PARM REPORTS  
**Control Number:** n/a  
**Copy:** SINGLE  
**Sent Date:** 05-Apr-1977 12:00:00 am  
**Decaption Date:** 22 May 2009  
**Decaption Note:** 25 YEAR REVIEW  
**Disposition Action:** RELEASED  
**Disposition Approved on Date:**  
**Disposition Case Number:** n/a  
**Disposition Comment:** 25 YEAR REVIEW  
**Disposition Date:** 22 May 2009  
**Disposition Event:**  
**Disposition History:** n/a  
**Disposition Reason:**  
**Disposition Remarks:**  
**Document Number:** 1977YAOUND01450  
**Document Source:** CORE  
**Document Unique ID:** 00  
**Drafter:** n/a  
**Enclosure:** n/a  
**Executive Order:** GS  
**Errors:** N/A  
**Expiration:**  
**Film Number:** D770118-0521  
**Format:** TEL  
**From:** YAOUNDE  
**Handling Restrictions:**  
**Image Path:**  
**ISecure:** 1  
**Legacy Key:** link1977/newtext/t19770484/aaaacvuv.tel  
**Line Count:** 366  
**Litigation Code IDs:**  
**Litigation Codes:**  
**Litigation History:**  
**Locator:** TEXT ON-LINE, ON MICROFILM  
**Message ID:** af02efa9-c288-dd11-92da-001cc4696bcc  
**Office:** ACTION AF  
**Original Classification:** CONFIDENTIAL  
**Original Handling Restrictions:** STADIS  
**Original Previous Classification:** n/a  
**Original Previous Handling Restrictions:** n/a  
**Page Count:** 7  
**Previous Channel Indicators:** n/a  
**Previous Classification:** CONFIDENTIAL  
**Previous Handling Restrictions:** STADIS  
**Reference:** 77 STATE 38356, 77 STATE 38338, 77 STATE 50086, 77 STATE 47671, 77 YAOUNDE 1376  
**Retention:** 0  
**Review Action:** RELEASED, APPROVED  
**Review Content Flags:**  
**Review Date:** 23-Dec-2004 12:00:00 am  
**Review Event:**  
**Review Exemptions:** n/a  
**Review Media Identifier:**  
**Review Release Date:** n/a  
**Review Release Event:** n/a  
**Review Transfer Date:**  
**Review Withdrawn Fields:** n/a  
**SAS ID:** 2887733  
**Secure:** OPEN  
**Status:** NATIVE  
**Subject:** PARM - ANNUAL POLICY AND RESOURCE ASSESSMENT - PART III - STATE PERSONNEL RECOMMENDATION  
**TAGS:** AMGT, PFOR, CM, US  
**To:** STATE  
**Type:** TE  
**vdkgvwkey:** odbc://SAS/SAS.dbo.SAS\_Docs/af02efa9-c288-dd11-92da-001cc4696bcc  
**Review Markings:**  
Margaret P. Grafeld  
Declassified/Released  
US Department of State  
EO Systematic Review  
22 May 2009  
**Markings:** Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 22 May 2009